Manning the Force Update
Infantry Conference 2004

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Agenda

- CURRENT SITUATION
- MODULARITY IMPACTS
- IMPLEMENTATION
- SUMMARY

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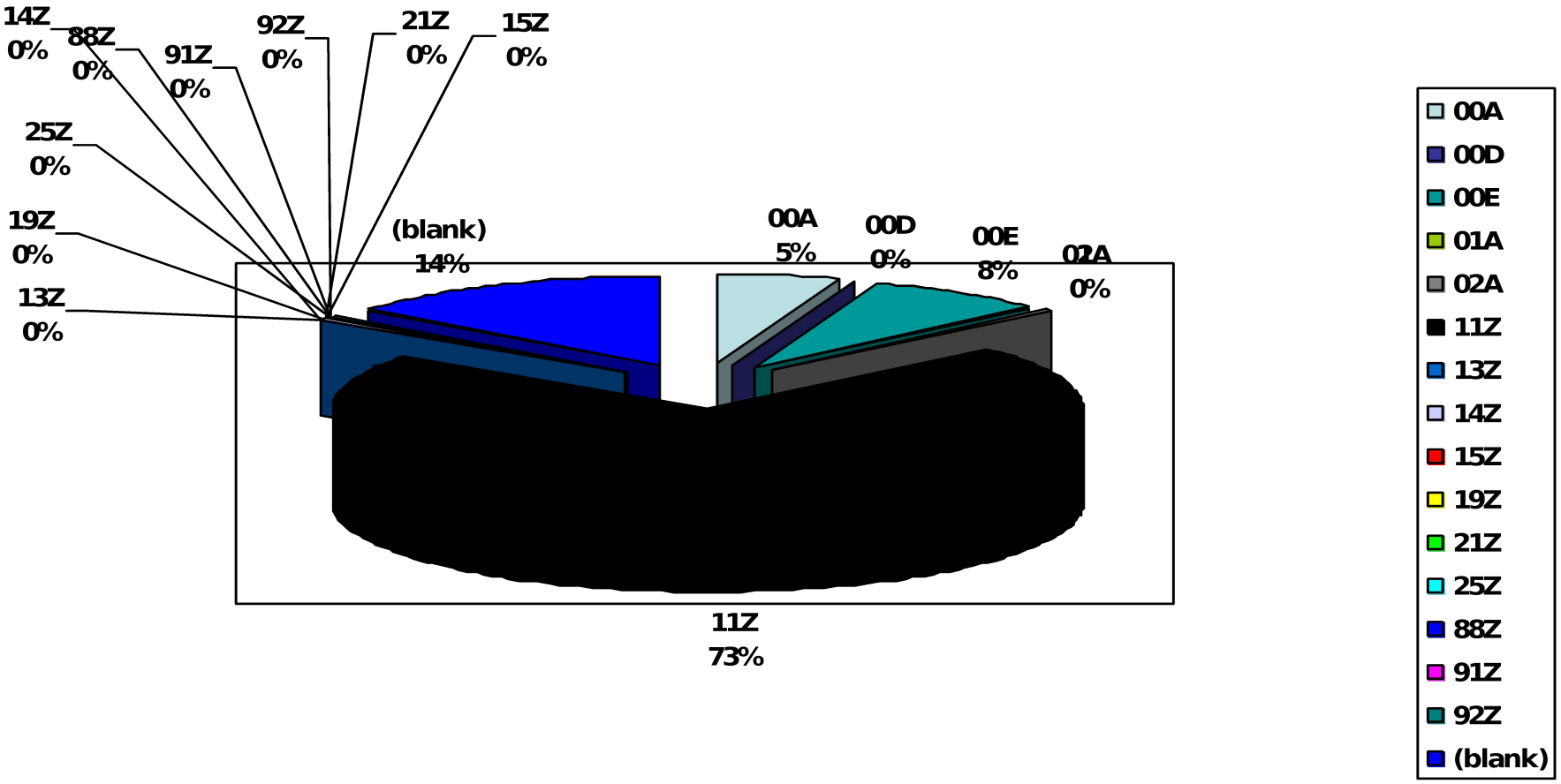
Where are IN LTs Working



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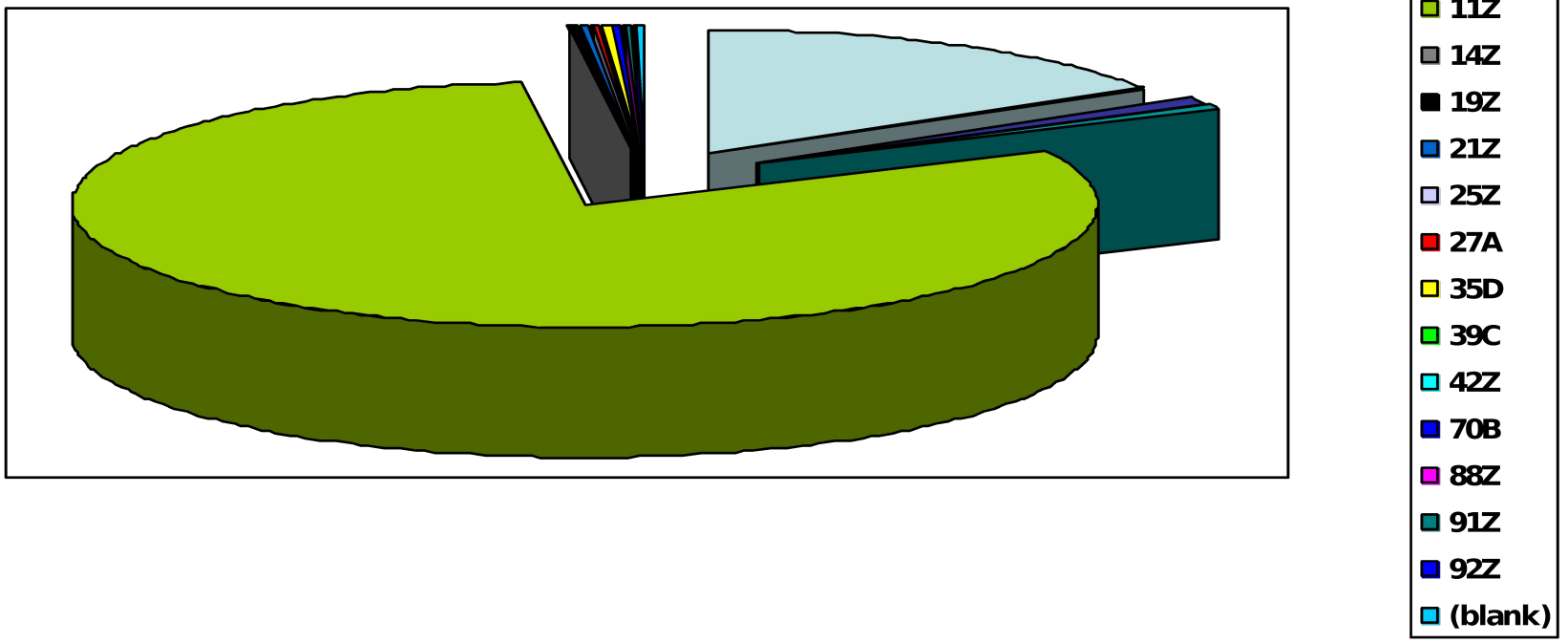
Where are IN NBQ CPTs Working



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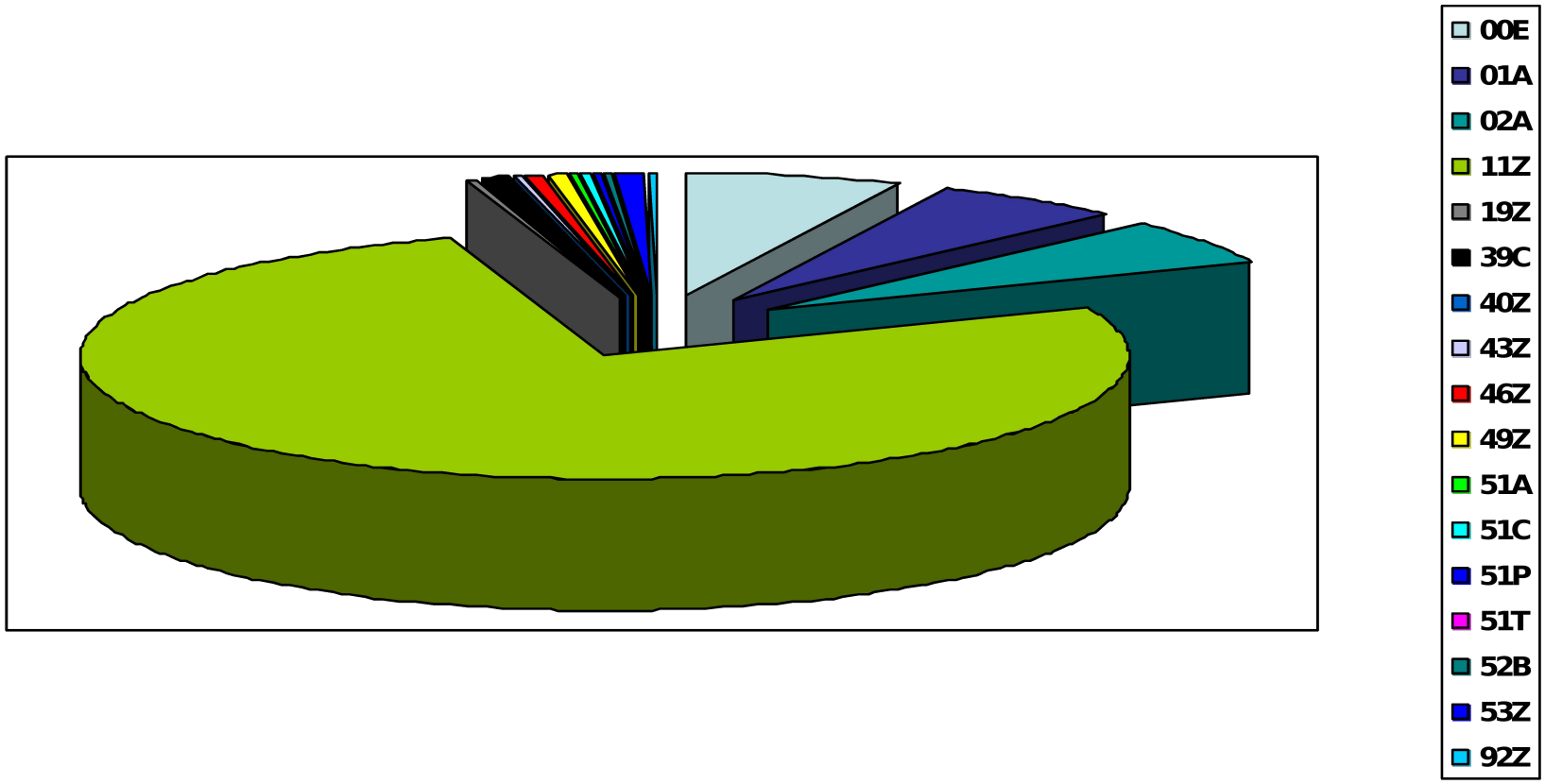
Where are IN BQ CPTs Working



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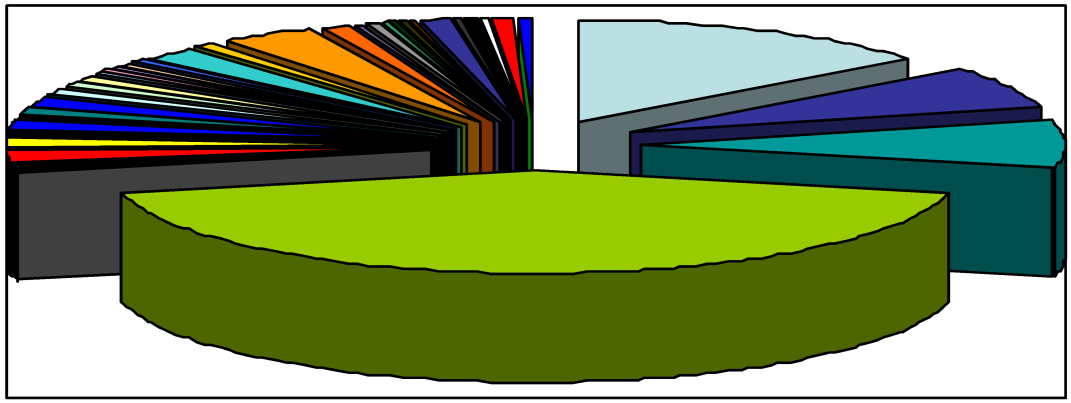
Where are IN MAJs Working



00E
01A
02A
11Z
25Z
30Z
34A
34Z
39B
39C
40A
40Z
43Z
45A
45Z
46Z
47C
48B
48C
48E
48F
48G
48H
48I
48J
49Z
50A
50Z
51A
51C
51P
51R
51S
51T
51Z
52B
52Z
53B
53Z
57A
57Z
59A

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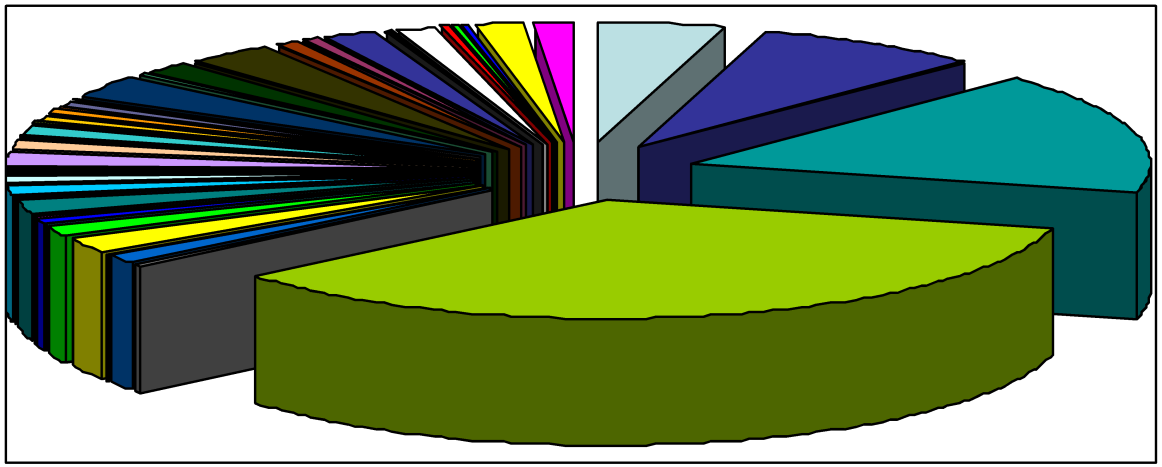
Where are IN LTCs Working



- 00E
- 01A
- 02A
- 11Z
- 19Z
- 24Z
- 30Z
- 34A
- 34Z
- 39B
- 39C
- 40A
- 40Z
- 43A
- 43Z
- 45A
- 45Z
- 46Z
- 47C
- 47F
- 47H
- 48A
- 48B
- 48C
- 48D
- 48E
- 48F
- 48G
- 48H
- 48I
- 48J
- 48Z
- 49Z
- 50A
- 50Z
- 51A
- 51C
- 51R
- 51Z
- 52B
- 53B
- 53Z
- 57A
- 57Z
- 59A
- 59Z
- (blank)

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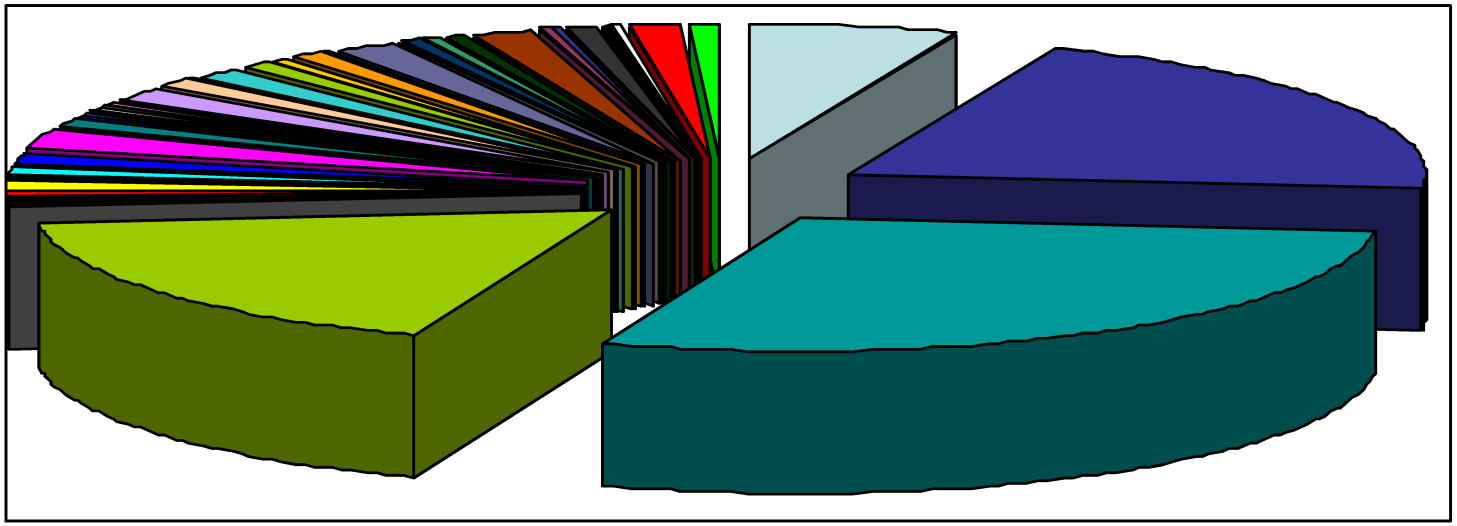
Where are IN COLs Working



00E
01A
02A
11Z
13Z
15Z
18Z
24A
30Z
39B
39C
43Z
45Z
46Z
47A
47C
47D
47F
47H
47J
47P
48A
48B
48C
48D
48E
48G
48I
48J
48Z
49Z
50A
50Z
51A
51C
51P
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52B
52Z
53Z
57Z
59A
59Z
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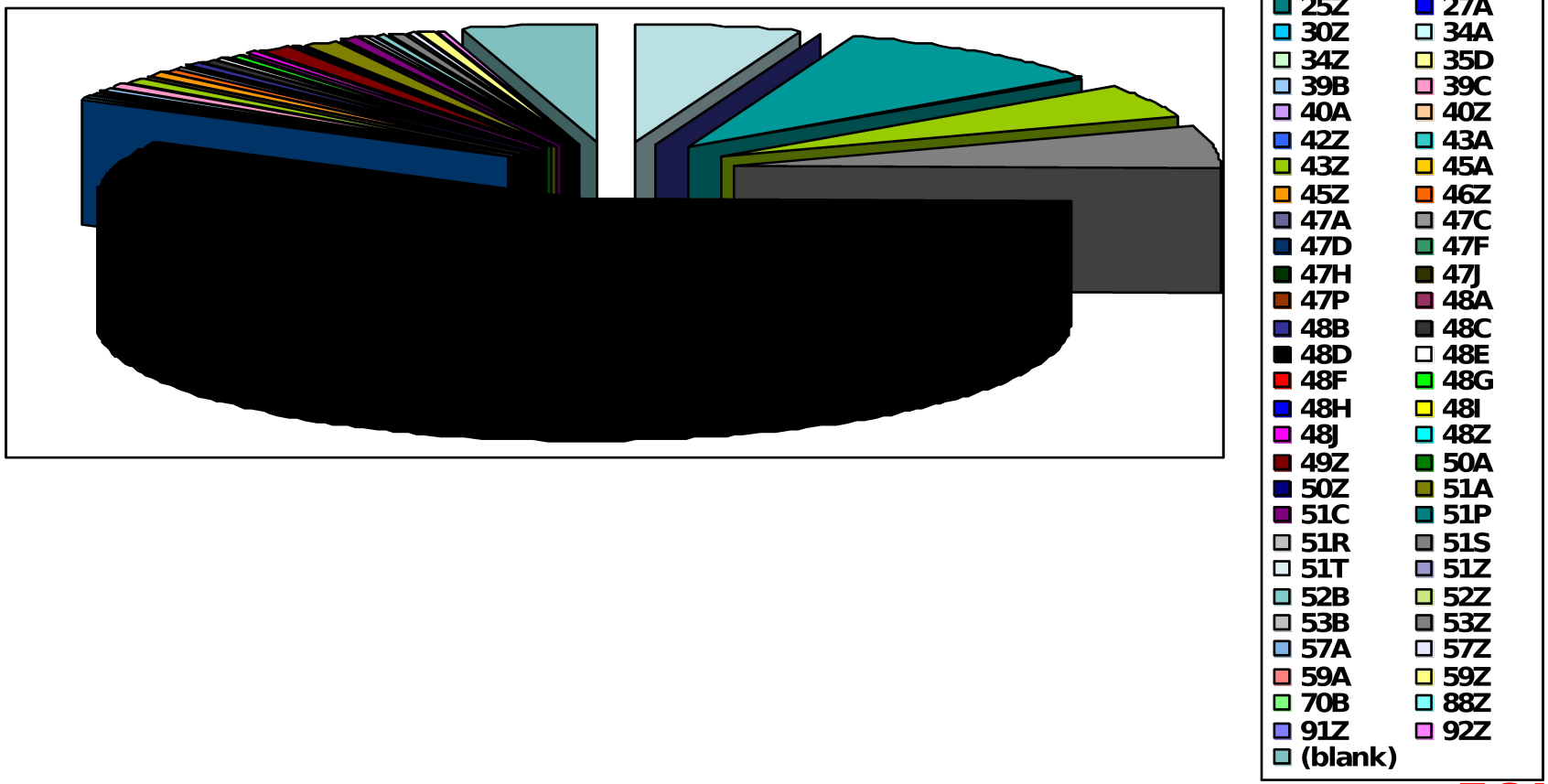
Where are IN Officers Working



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Where are IN Officers Working

01A	298
02A	424
11Z	3896
13Z	2
14Z	2
15Z	2
18Z	1
19Z	6
21Z	7
24A	1
24Z	2
25Z	4
27A	3
30Z	15
34A	2
34Z	8
35D	3
39B	50
39C	43
40A	4
40Z	7
42Z	1
43A	4
43Z	45
45A	6
45Z	35
46Z	40
47A	4
47C	4
47D	1
47F	2
47H	3
47J	1
47P	1

48A	2
48B	36
48C	32
48D	4
48E	27
48F	8
48G	17
48H	13
48I	12
48J	14
48Z	3
49Z	69
50A	3
50Z	29
51A	79
51C	26
51P	5
51R	10
51S	1
51T	4
51Z	30
52B	7
52Z	2
53B	3
53Z	37
57A	3
57Z	12
59A	9
59Z	31
70B	2
88Z	4
91Z	2
92Z	4
(blank)	310
Grand Tota	6793

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Sustain the Force

- 1-10MTN Stabilized until SEP04

- 2BDE/1AD Stabilized until NOV04
- 1BDE/1AD Stabilized until NOV04

- 2CR Stabilized until NOV 04

- TRADOC current Aggregate Strength OP=85%, EP=97.8%, Total=91.4%

278th ACR
TENN

256 IN BDE
LOUISIANA

42 IN DIV HQ
NEW YORK

116th ACR
IDAHO

- 42ID: Current report P3
- Package 1 (52% BOG) all req's filled
- **Package 2 (174) Enlisted (149) 100% fill, report date 15 SEP04**
- Package 3 (30 to 42ID and 17 to 256th/278th) 0% fill, not yet executed

155th AR BDE (SEP)
MISSISSIPPI

- 155th AR BDE (SEP) reports P1 status as of 12AUG04.

56th CAV BDE
TEXAS

- 56th CAV BDE reports P1 status as of 12AUG04.

29th IN BDE (SEP)
HAWAII

- 29th IN BDE (SEP) reports P3 status as of 12AUG04.

76th IN BDE (SEP)
INDIANA

- 76th IN BDE (SEP) (OEF VI) Status pending

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Manning the Force

- Beginning to process (PMAD 0409)
- G-3 message to 3ID concerning MOS substitution

- I Corps UEx E-Date set for 16 JUN 05

- 10th/101st Initiate Conversion NLT 16 Sep 04; DART 5-8 Oct 04
- 4ID MTOE scrub 27-29 JUL04

- HRC ALO1 complete
- MNF-I IA 89% filled; Still owed 19 IA personnel (SNLs to be identified by MACOMs); 34 currently enroute
- JS INITIAL Sourcing document tasked to Army for an additional 288

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Modularity Status

	FY04	FY05	FY06	FY07
Divisions (UEx)	JUL04 · SEP04 · SEP04	DEC04	OCT05 · NOV05 · JUN06	NOV06 · APR07 · JUL07
New Brigades (UAs)	JUL04 · SEP04 · SEP04	DEC04 · JAN05 · JUL05	OCT05 · OCT05 · JAN06 · JUN06	JAN 07 · APR 07 · JUN 07 · AUG 07 · AUG 07
Converting Brigades (UAs)	JUL04 · JUL04 · JUL04 · SEP04 · SEP04 · SEP04 · SEP04	DEC04 · DEC04 · DEC04 · SEP05	OCT05 · OCT05 · OCT05 · NOV05 · JUN06 · JUN06 · JUN06 · AUG06 · JUN06	NOV06 · NOV06 · APR07 · APR07 · MAY07 · JUL07 · JUL07 · AUG07
Stryker		APR-JUN05 *SBCT4*	DEC05 *SBCT5*	TBD *SBCT1* · TBD *SBCT2* · TBD *SBCT3*

As of: 17AUG 04

- 5 final UAs

Decision to implement final 5 BCTs(UAs) subject to operational necessity and OSD approval

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Life Cycle Manning

	FY04	FY05	FY06	FY07 (plus FY04 units)	FY08 (plus FY05 units)	FY09 (plus FY06 units)
1st QTR	SBCT3		SBCT5			SBCT2
2nd QTR		SBCT1				
3rd QTR		SBCT4				
4th QTR			3ACR			

Pre-decisional-- 173rd

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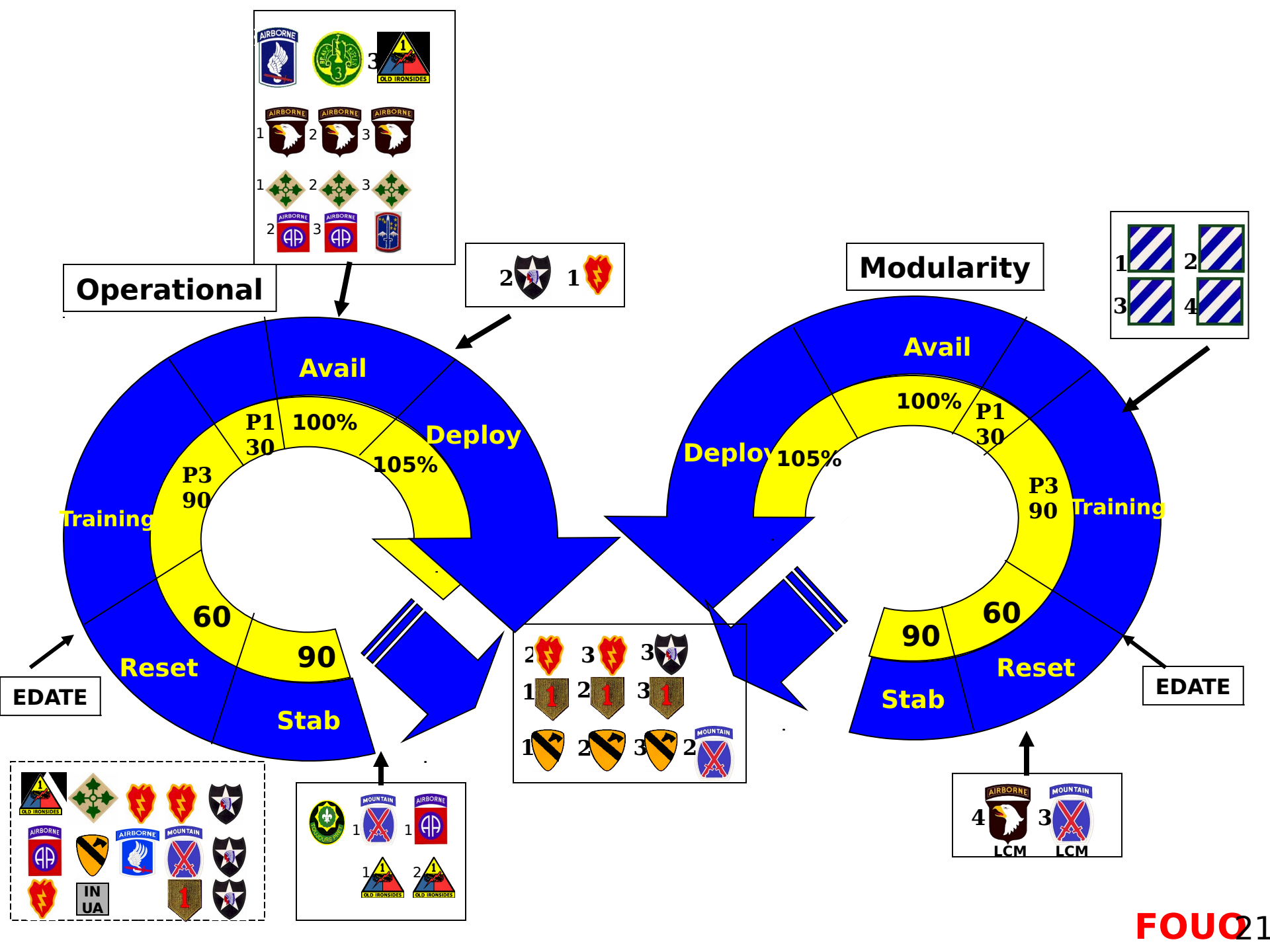
Operational
Avail
P1
30
100%
Deploy
105%
P3
90
Training
60
90
Reset
Stab
EDATE
Modularity
Avail
100%
P1
30
Deploy
105%
P3
90
Training
60
90
Reset
Stab
EDATE
IN
UA
LCM
LCM

ARNG Modularity Status

	FY05	FY06	FY07	FY08	FY09	FY10
Division (UEx)	34th ID (M) Minnesota	42d ID (M) New York 35th ID (M) Kansas	38th ID (M) Indiana 28th ID (M) Pennsylvania	36th ID (M) Texas 40th ID (M) California	29th ID (L) Virginia	
Brigade Combat Team (UA)	30 HVY 81 HVY 39 IN	116 HVY 86 IN 256 HVY 155 HVY 278 ACR (HVY) 1 HVY	48 HVY 2 IN 41 IN 55 HVY 218 HVY 37 IN	56 IN 50 IN 49 IN 149 IN 3 IN 2 IN 56 SBCT	53 IN 2 IN 45 IN 92 IN 32 IN 29 IN	1 IN 76 IN 3 IN 66 IN 26 IN 207 IN

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42nd IN

OPMD:

- Total number of supportable requirements (ACC Commissioned/Warrant) = 106 (79 Commissioned, 27 Warrant)
- Total number on orders = 81 (84%) (73 Commissioned, 8 Warrant)
- Total open requisitions = 16 (3 Commissioned, 13 Warrant) (13 are new requirements as of 29 Jul 04)
- Total positions not being filled = 8

EPMD:

- Requirement for 149 enlisted has been filled, and requisitions loaded.
- All Soldiers placed on AI with a report date of 15 SEP, early arrival authorized.
- “Ramp” of 41 additional reduced by 3 to 38. 37 are filled with soldiers placed on AI.
- One operational deletion had been approved thus far (1x45G10); two were placed on AI against a requirement of 1. Branch is working backfill. This deletion is reflected in previous bullet.
- A third list of 37 additional requirements had been received. This list has not been validated, but we will forward to the branches for analysis and feedback.

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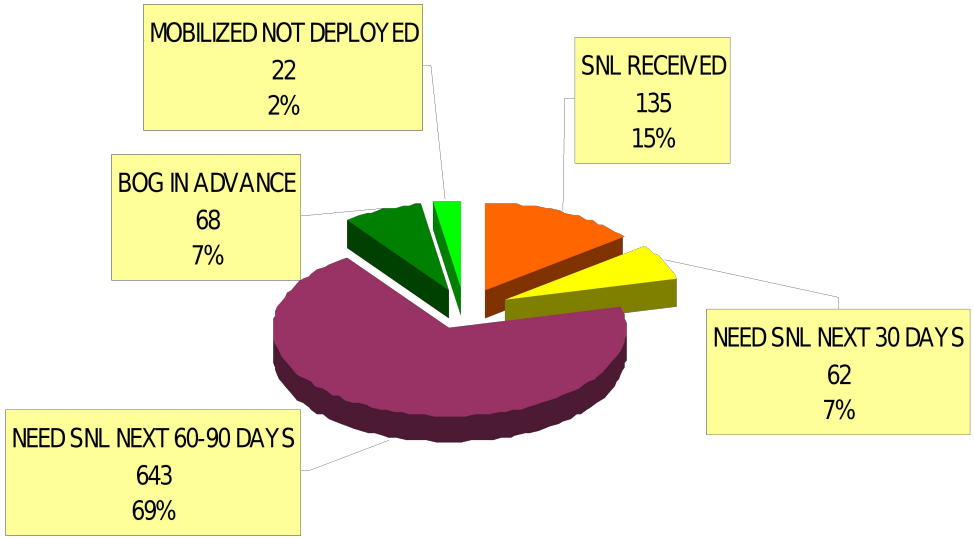
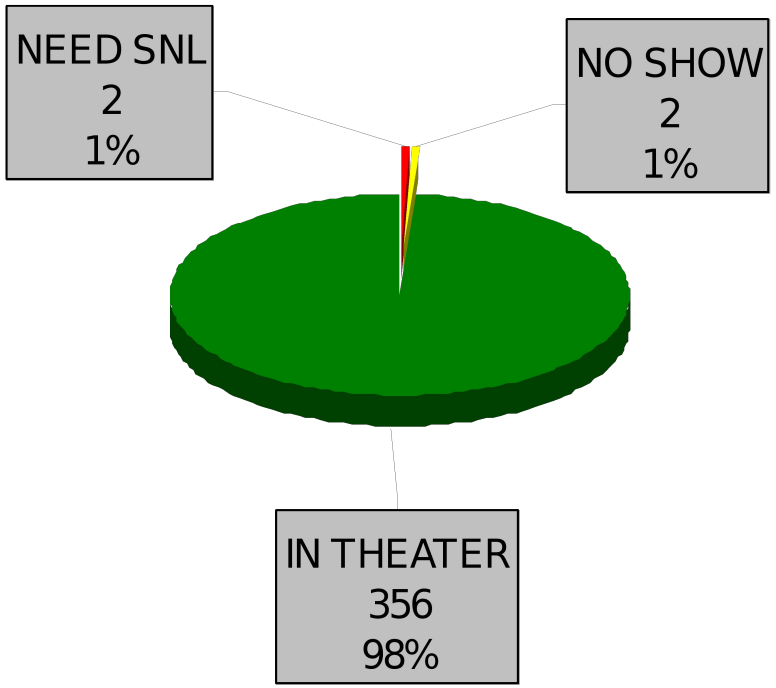
REPLACEMENT REQUEST REVIEW

TOTAL REQUESTS	CANCELLED	ACTIVE
1532	242	1290

FUTURE REQUIREMENTS
930

DUE IN THEATER
360





AS OF Sep 7, 2016

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CHALLENGES

- GWOT units manned to 105%
- Transformation units manned to 100%
- TRADOC units manned to 100%
- AC/RC units manned by law to 95%
- Breadth versus depth
- Minimize Turbulence

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Force Stabilization: How We Will Man The Force

Stabilization

- Most stability and predictability
- Longer assignments for CONUS-based Soldiers and Families
- Extended initial tours
- Enables higher levels of cohesion
- Uses a regional approach
- Multiple opportunities to return to same post

Unit Focused Stability

- Synchronizes with Unit Operational Cycle
- Minimizes Soldier losses for deployed units
- Provides combat ready, agile, cohesive units
- Uses Lifecycle and Cyclic Manning Management

Individual Replacement System (IRS)

- Current system doesn’t go completely away
- Used for most OCONUS units until return to CONUS
- Used for the Institutional Army (TRADOC, etc)
- Some low density specialties will always stay IRS

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Force Stabilization Overview

Policy Initiatives:

- AR 350-100, rapid revision to extend officer ADSOs
- DA Pam 600-3, under revision with input from proponents
- AR 600-XX, draft Force Stabilization regulation at G1

OPMD UA Manning Plan:

- ✓ OPMD coordinates first with the unit and then with each assignment division to determine the best officers with 3 years retainability to keep in the BCT
- Pending revision of AR 350-100, officers w/o 3 years retainability may choose to remain in the UA for the entire 36 month lifecycle
- Officers not in the UA available to meet the operational requirements
- HRC fills rest to P1 NLT E-date + 90 days.
- HRC goal--P1 as early as possible

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Force Stabilization Overview

Stabilization Rules:

- HRC will not create turbulence, but HRC will measure turbulence
- Soldiers arrive together, train together and deploy together
- P3(70-79%) at E-date, P1(90-100%) at E-date + 90 days
- Soldiers require 3 years retainability at E-date
- Soldiers remain throughout entire 36 month lifecycle
- CDR, HRC is approval authority for any assignment out of the BCT
- Exceptions for movement out of the BCT are ARSOF accessions and Old Guard
- Unprogrammed losses replaced with annually scheduled personnel packages
- Critical position losses replaced with individual replacements
- Retirements will be considered

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Force Stabilization Overview

Professional Development:

- Current leader development timelines and career paths still apply, but…
- DA Pam 600-3 revision includes the addition of critical UA, UEx positions
- CCC -- TDY vs PCS
- LTs and CPTs
- CPT(P)s and MAJs – CSC vs. “BQ”
- FA Officers – ILE TDY
- BDE CDR controls internal movement in the BCT

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Implementation

- Life Cycle Manning
- ICCC TDY and return
- Heavy/Light Application
- ILE versus CGSC
- CFD and OPMS III
- CSL command slate

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